

Industrial Relations Department
Monthly Report for March, 1948.

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FROM: Roy E. Norris
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EDUCATIONAL
RELATIONS
WITH EMPLOYERS

The efforts of the Industrial Relations Department, that added the fifth laurel to its successes with respect to bringing about the use of Negroes in new fields of employment, without the aid of war-caused labor shortages, or the presence of, or work of, the (Federal) F.E.P.C., or the New Jersey Law Against Discrimination, has also been responsible for additional progress in one corporation being worked with. In this company, the work done to bring about the use of Negroes as full-fledged machinists was so thorough, a second step is being accomplished with respect to white collar workers. Our first step in the white collar area in this company was enjoyed five months ago, with the actual hire of a Negro girl as a stenographer for one of the officials of the company. During the latter part of March discussions began on the placement of Negro clerical workers in the company's Accounting department. As this report is being written, the placements of the first two Negroes are being made in this previously and historically all-white department.

With another company the department's efforts resulted in the hiring of a girl who came to us after being refused a job because "her record of previous work" at this company was not located. The girl had contended that she was well qualified for the job because she had successfully done the same work there during the war. Although the company has raised its qualifications for new employees, and had not admitted the existence of any openings, we pointed up information we secured from other sources proving their continued hiring, and furthermore, placed the burden of proof on the company with respect to the girl's inability to do the job, since if her record were "found" it would prove her good work and having left with an "open door" to return. The influence of the success in this one type of case can be important in this company's continued decrease in the relative number of Negroes among its employees. This effort was to reverse that trend.

COMMUNITY RELATIONS The generalized work of the Industrial Relations Department with outside groups, on problems addressed by the Department, included: (1) The completion of preparation for and the initial mailing of questionnaires for the Department's current Survey on the status of the Negro worker with respect to levels of employment in Newark. Through the Industrial Council of Urban Leagues and Staller Agencies, organized by the Industrial Secretary three years ago, the Survey is being extended through the other leagues in the state, and should give us our first post-war factual picture of the levels of employment at which Negroes are employed in this state. (2) The organization and development of the North Jersey Vocational Opportunity Committee. (3) Work with the Newark Board of Education, resulting in a counselling session at the Board offices, of all counselors in Newark junior and senior high schools. (4) Work with the Essex County Vocational Schools officials on improved services to minority youth. (5) The stimulation of additional work on Household Employment Standards, including attention to Passaic and Montclair. (6) An analysis of the Loutrall Bills, dealing with Unemployment Compensation, requested of the Department by the Consumers League of New Jersey. The Industrial

Relations Secretary's analysis was used as a basis of representations to the State Assembly by the Consumers League. (7) The Secretary prepared a report of activities of the Council for Fair Employment in Smaller Retail Stores, as requested by the Executive, with recommendations for the help that a community group might best give. The community group is one with which the Executive is working.

That work and other community relations work involved attendance or participation in fourteen meetings, at eight of which the Industrial Relations Secretary was the principal speaker to audiences totaling more than 3,500 people. In addition, the Secretary arranged four radio programs, two 15 minute periods and two 30 minute periods, including one evening program. The Secretary wrote the scripts for three of these programs. We have received numerous comments on the program, but the total audience they reached is beyond our opportunity to measure.

This year the work of the Industrial Relations department carried features of the Vocational Opportunity Campaign directly to at least 10,000 persons, a conservative estimate. The work resulted in exhibits, forums, movies, assemblies, Career Day Conferences, radio shows, newspaper, postal card and poster publicity, and conferences with special individuals and groups. The national office of the Urban League tells us that our VOC was one of the most outstanding efforts in the nation, involving the broadest front of channels and the largest distribution of literature.

The script of one of the radio programs excited so much interest, the radio station transcribed the actual program. This transcription will be available for groups interested in vocational guidance. A 35 1/3 revolutions per minute playback is required for the transcription.

EMPLOYMENT Fourteen persons received vocational guidance in the Industrial Relations Office, exclusive of the VOC Project. Unemployment compensation claims still are demanding attention, the lack of efficiency in the U.C.C. is declared by Mr. Hoffman, U.C.C. Director, to be due to reduced funds that might require the closing of the agency in June. The problem for claimants is severe. The N.J.U.L. has already voiced its concern about the burden of problems this places on claimants.

There were 65 new job applicants, 44 females, 17 males and 4 veterans. There were 19 referrals, 12 females, 2 males, and 5 veterans. Nine referrals developed known placements in clerical jobs.